Back Pay for Jackie Fisher:

Attached is the following information:

- Spreadsheet reflecting back pay amounts based on hours worked or accruals paid
 ^{1st} Payment Amt. \$3,907.41 paid on 3/30/07 check Time period 5/5/06 12/15/06
 ^{2nd} Payment Amt. \$1,635.20 paid on 5/11/07 check Time period 12/16/06 3/23/07
 Total back amt. was \$5,542.61.
 The back pay was based on the difference of \$2.92 between her previous salary as an Nurse
 Manager and the pay she received between 5/6/06 and 3/23/07 as an Assistant Nurse Manager.
- 2. Market adjustment for nursing processing effective 3/24/07, however, Ms. Fisher was not originally included in all market adjustment since the final decision had not been made by the time we processed the market adjustments. Her salary was corrected on 4/14/07 to give her the market adjustment so her regular was correct. We owed her the difference in her pay for the market adjustment for the previous pay period effective 3/24/07 (one 1 pay period). This payment was included on the 4/27/07 paycheck for the amount of \$219.76

EXHIBIT

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MANAGED CARE

301 University Boulevard (mailing address) Galveston, Texas 77555-1008

Telephone: (409) 747-2600

Fax: (409) 762-0311

John S. Pemberton, SPHR Director of Human Resources



3/9/2007

Ms. Jackie Fisher 1150 FM 2296 Road Huntsville, TX 77340

Dear Ms. Fisher:

This letter is to notify you of UTMB's resolution of your complaint of racial discrimination and retaliation filed in April 2006. You will receive back pay from May 6, 2006 through December 15, 2006. The amount of your payment will be \$3,907.41, before taxes. This will be processed through regular payroll and should appear on your statement of earnings for 3/30/07.

Sincerely,

John S. Pemberton

cc: M. Williams

M. Gotcher

S. Rader

J. Allen

K. Shingleton

Suite 917 U.S. National Bank Building, 2201 Market Street (location)

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